



**DEPARTMENT OF THE ARMY**  
SOLDIER RECORD DATA CENTER  
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REPLY TO  
ATTENTION OF

AHRC-EB

23 October 2006

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Quartermaster Center and School, Fort Lee, Virginia 23801

SUBJECT: Career Management Field (CMF) 92 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 3 October 2006, Subject: Memorandum of Instruction for FY 07 MSG Promotion Board.
2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 92 submits this Review and Analysis to assist you in executing your duties as proponent for MOSs within this CMF.
3. Competence assessment of Promotion Zone (strengths and weaknesses).
  - a. Performance and potential.
    - (1) A variety of assignments (operational and generating) within each of the 92CMF was viewed as strengthening the Soldier's file. Particular emphasis should be looked at the NCO that has taken leadership and challenging positions while continuing to meet the career path gates of the particular CMF.
    - (2) Within the 92 CMF, the diversity of the MOSs encompasses the full spectrum of logistics and field service functions. Although the 9 MOSs need to stay divergent, the varied duty descriptions that each has seem to be inconsistent.
    - (3) Raters frequently rated an NCO in the "Fully Capable" with a "promote ahead of peers. At the same time, the Senior Rater is rating the Soldier a "2 or 3" block. This was very confusing and could potentially hurt the soldier. A well rounded NCO file was viewed as strong with accurate and justified rating and bullets.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF. The CMF structure for the 9 MOSs – which merges to 7 MOSs at MSG, appears to be correct. The career patterns sustain progression in each CMF.

b. Suitability of standards of grade and structure.

(1) In each CMF, performance standards were considered to be what separates individuals.

(2) There appeared to be some structure difficulty within CMF 92A – some operational BDE S4 positions were coded 40 Level, while others were coded 50 Level. Obviously, the 50 Level coded positions would be viewed as enhancing. Suggest the proponent verify that these positions are coded correctly so as to not disadvantage or advantage a Soldiers file based on error in position coding.

c. Assignment and promotion opportunity. Regardless of the CMF, an NCO that sought out and performed well in leadership positions strengthened their files. This was viewed as a strong indicator for promotion potential.

d. Overall health of CMF. Strong – a large percentage of NCOs in CMF 92 are fully qualified for promotion to MSG.

e. Other. None

5. Recommendations.

a. Competence. Effort should be taken to standardize duty titles and descriptions. Career managers and the field need to continually review for inconsistencies and emerging Duty Titles....and then educate all.

b. CMF Structure and career progression. Structure for CMF 92 appears to be correct. Ensure career managers provide opportunity for leadership and challenging positions that would serve to enhance an NCOs promotion potential.

c. Other. None

6. CMF Proponent Packets

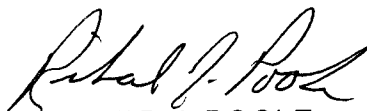
a. Overall quality. Quality of CMF 92 proponent packets is very good.

b. Recommended improvements. One recommendation is to identify by MOS those positions the proponent deems "critical".

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c. To alleviate misunderstanding, the proponent office may query the field to ensure/enforce Duty Titles and descriptions. Further, the proponent could provide a detailed list by MOS of those positions deemed critical by the proponent.

A handwritten signature in black ink, appearing to read "Richard J. Poole". The signature is fluid and cursive, with the first name "Richard" and last name "Poole" clearly distinguishable.

RICHARD J. POOLE  
COL, QM  
Panel Chief